

October 18, 2012
Board of Selectmen's Meeting

Present: First Selectman Gayle Weinstein; Selectman David Muller; Selectman Dennis Tracey; Town Administrator Tom Landry; Administrative Assistant Judy DeVito; Residents.

This meeting was recorded and videotaped. Copies are available in the Selectmen's office. The meetings are available for viewing online via the Town's website.

Ms. Weinstein called the meeting to order at 7:30pm

Pledge of Allegiance- Jack Kerns led the meeting with the Pledge of Allegiance.

Discussion/decision regarding the appointment of Jack Kerns as a student commissioner on the Commission for Children and Youth for a term to expire June 30, 2014. Jack said he has done a lot volunteer work. He was involved in Big Brothers, Big Sisters program, volunteered as an assistant teacher at the lego camp at Hurlbutt. He wants to be on the board to represent those who are not typically represented. Mr. Muller moved to appoint Jack Kerns as a student Commissioner on the Commission for Children and Youth for a term to expire June 30, 2014. Mr. Tracey seconded and the motion passed unanimously.

Discussion/decision regarding the appointment of Moira Relac to fill the vacancy on the Veteran's Committee for a term to expire December 31, 2014. Moira said she moved to Weston about a year ago and is married to a Veteran. She was impressed with the Veteran's Day activities last year and she would like to be a part of it. Mr. Tracey moved to appoint Moira Relac to the Veteran's Committee for a term to expire December 31, 2014. Mr. Muller seconded and the motion passed unanimously.

Discussion/decision regarding step 2 grievance filed by Weston highway employee local 1303-41. The grievance subject is failure to promote the transfer station operator junior grade.- AFSCME Council 4 representative- Albert Porter and Albert Blizzard presented the grievance on behalf of Kevin Lane. Currently Kevin Lane is a Junior Transfer Station Operator. When he was hired, this memorandum explaining the new position (see attached) was put out. Section 1 explains that it would abide by the contract. Section 3 is where the memo states that it is a transfer station operator junior grade position, and in the Union contract it states that anyone in a junior grade position after two years would be transferred to a senior position if found qualified. Kevin has been in that position for seven years and they feel that he is entitled to advancement to a senior position.

Ms. Weinstein said according to the contract it says "after two years experience at the junior grade level employee shall be promoted to the senior grade level, if they are deemed capable by the supervisor of performing the work required." Ms. Weinstein asked if Mr. Lametta denied the grievance. Mr. Lametta said yes. Ms. Weinstein said that she did not see a senior grade level in the classification list in the contract. Mr. Blizzard said that it was explained to them that because the transfer station operator assistant is a higher paid position, that position is senior to the junior grade position. Also, after two

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years an employee is in the Maintainer position, which doesn't say junior grade either, he moves up. Mr. Tracey asked where it said that. Mr. Blizzard said page 6 is the steps in their contract but the contract doesn't say that maintainer moves up to a different level. Mr. Blizzard said that even though the contract doesn't say that, that is the way it's always been.

Mr. Tracey said if anyone expected an automatic promotion based on the contract language, wouldn't they have put it in the contract? There is no senior grade operator and the Board can't decide to promote him to a position that doesn't exist.

Mr. Tracey asked if their claim is that he should have been promoted in 2007. Mr. Blizzard said no, because he asked and Mr. Lametta said he wasn't qualified. Mr. Lametta said that conversation never took place. Mr. Tracey asked when he was capable. Mr. Lane said that in 2007 he asked for a promotion from the Union President who was David Gay at the time, who said he wasn't qualified. Mr. Tracey asked if he had ever brought up a promotion with Joe Lametta. Mr. Lane said, not off hand.

Ms. Weinstein said there have three contract negotiations since Kevin Lane was hired full time. If he felt that he should be promoted to a senior grade, he could have gotten that into the contract, and that never happened. She asked if they ever talked to Tom Landry about making a new position. Ms. Weinstein said that what the Union is asking the board to do is to promote him to a position that doesn't exist. Legally she can't do that.

Mr. Muller said in the next contract negotiation they should be negotiating a position to which Kevin can be promoted. Mr. Tracey said he agreed. Mr. Tracey moved to deny the grievance that was submitted on behalf of Kevin Lane by the Weston Highway Employee Local 1303-41. Mr. Muller seconded and the motion passed unanimously.

Discussion/decision regarding the Schedule of Selectmen's meetings for 2013.

After discussion some of the dates were changed. Mr. Muller moved to accept the calendar as amended. Mr. Tracey seconded and the motion passed unanimously. A copy of the amended schedule is attached to the minutes.

Discussion/decision regarding the Holiday Schedule for 2013. Mr. Tracey moved to approve the Holiday Schedule for 2013 as submitted. Mr. Muller seconded and the motion passed unanimously.

Request for property tax refunds:

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| Chase Auto Finance Corp | \$314.90 |
| Honda Financial Services | \$438.22 |
| Mercedes Benz Financial Serv. | \$679.29 |
| VW Credit Leasing LTD | \$354.30 |
| Robert & Sharon Furbee | <u>\$67.88</u> |
| Total | \$1,854.59 |

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Mr. Muller moved to approve property tax refunds of \$1,854.59 as listed on the October 18, 2012 Board of Selectmen's agenda. Mr. Tracey seconded and the motion passed unanimously.

Open Items

Updates

Grants- Gayle Weinstein- No new news

Regionalization- No new news

Any other business to come properly before the meeting. None

Discussion/approval of the Special Board of Selectmen's meeting minutes of September 24, 2012. Mr. Muller moved to amend item# 10 on the agenda to replace the date of September 24, with the date of October 4. Mr. Tracey seconded and the motion passed unanimously.

Mr. Tracey moved to approve the minutes of the October 4, 2012 Board of Selectmen's meeting as submitted. Mr. Muller seconded and the motion passed unanimously.

At 8:02pm Mr. Muller moved to adjourn the meeting. Mr. Tracey seconded and the motion passed unanimously.

Respectfully submitted

Judy M. DeVito
Administrative Assistant
Approved 11/19/12